

# MDEA Bargaining Update

## Negotiations Session #8

### 1-11-2012

Your MDEA Bargaining Team and the District's team met on Wednesday, January 11, 2012 for our 8<sup>th</sup> negotiations session.

MDEA presented a formal counter proposal to the District team's conceptual proposal for Article 7 – Work Year and Article 14 – Salary, which they presented on December 2, 2011.

#### **MDEA's compensation counter proposal is:**

##### Article 14 – Salary

- 3% salary increase retroactive to July 1 of the 2011-2012 school year. Teacher stipends for special certifications and licenses would be increased proportionally.
- An off-schedule payment equivalent to up to three (3) work days, calculated on each member's percent of employment during last school year. The off-schedule payment would be based on the 2010-2011 salary schedule.
- In the event that the state revenue cuts are implemented, for each forty-two dollar (\$42.00) drop below the funded 2011-12 BRL/ADA of \$5,207.18, MDEA's compensation proposal will decrease by an amount proportional to that revenue reduction, beginning with the off-schedule payment. *The state revenue cuts enacted reached the first \$42 drop, which would decrease the off-schedule payment accordingly, but do not impact the on-schedule portion of our proposal.*
- Increase in the Certificated Hourly Rate from \$20 to \$26 per hour.
- Increase Summer School and Standard Based Intervention hourly rates from \$25 to \$33 per hour.

##### Article 7 – Work Year

- No furlough days for the 2011-2012 school year.
- No mandatory meetings on one of the three non-student days to allow members to work in their classrooms on individual planning or preparation.

**MDUSD presented a counter proposal for Articles 7 and 14. The District's proposals are as follows:**

Article 14:

- A one-time off-schedule payment equivalent to three workdays (1.639%), as reduced by the impact of the state revenue triggers. *The recent trigger cuts offset all but .639% of this amount, which would be provided as an off-schedule payment for 2011-12.*
- No furlough days for the 2011-2012 school year
- For the 2012-2013 school year, for each \$42 drop below the original funded 2011-2012 BRL, one furlough day would be implemented up to a maximum of 10 furlough days.
- Increase in the Certificated Hourly Rate from \$20 to \$25 per hour.
- Increase Summer School and Standard Based Intervention hourly rates from \$25 to \$31 per hour.

Article 7:

- No furlough days for the 2011-2012 school year, but up to 10 furlough days for the 2012-2013 school year to be determined by the formula in the Article 14 proposal.
- Principals shall not schedule any mandatory meetings for 3½ hours on one of the three non-student days within the work year, which is current practice.

MDEA will consider the District's proposal and will present a counter at the next session on January 27, 2012.

MDUSD also presented a counter to Article 9 – Hours that was the same as their December 2<sup>nd</sup> proposal with the exception of a \$1 increase to the identified hourly rates over their previous proposal. MDEA is considering their proposal.

MDEA presented a counter for Article 19 – Catastrophic Sick Leave Bank, and the District will present a counter at our next session on January 27, 2012.

**MDEA/CTA/NEA**